



# NANN STRATEGIC PLAN 2026-2029

**Our Mission:** As the professional voice of neonatal nursing, NANN is committed to transforming care and improving outcomes of the population we serve in collaboration with our healthcare associates. We welcome all who share in this commitment. NANN provides the best-in-class experiences that inspire excellence in practice, education, advocacy, and research for all patients, families, and providers.

**Our Vision:** NANN will lead the future of neonatal nursing so that all patients, families, and providers are able to achieve their full potential.



## EDUCATION, PROFESSIONAL DEVELOPMENT & LEADERSHIP

### GOAL:

**NANN will provide education, leadership, and professional development support across the neonatal nursing career continuum to ensure the future growth and sustainability of the profession and association.**

### PLANNED OBJECTIVES:

1. Increase engagement, retention, and professional connection among new-to-practice neonatal nurses by reducing barriers to entry and promoting participation across NANN educational and community offerings.
2. Ensure early-career neonatal nurses have access to flexible, high-quality foundational clinical education that supports safe practice, confidence building, and ongoing professional growth.
3. Strengthen career navigation, mentorship, and professional advancement across the neonatal nursing career continuum to support retention, satisfaction, and leadership readiness.
4. Build a sustainable and inclusive leadership pipeline by engaging emerging leaders in meaningful development, connection, and long-term involvement within the NANN community.
5. Enhance practice readiness and professional consistency among neonatal advanced practice providers by defining contemporary competencies and supporting effective transition into practice.



## RESEARCH, EVIDENCE-BASED PRACTICE, AND QUALITY IMPROVEMENT

### GOALS:

- Enhance knowledge, understanding, and implementation of evidence-based practice (EBP), quality improvement (QI), and research
- Support foundations of research, leading to quality improvement and evidence-based practice
- Utilize results of research and quality improvement to enhance neonatal care through evidence-based practice
- Develop evidence-based clinical practice guidelines, standards, and position statements as applicable
- Disseminate up-to-date evidence as determined by quality research

### PLANNED OBJECTIVES:

1. Build foundational knowledge and confidence in research, evidence-based practice, and quality improvement among neonatal nurses to support participation, application, and practice change.
2. Strengthen and sustain the infrastructure needed to support high-quality neonatal research and quality improvement through diversified funding and strategic partnerships.
3. Increase member utilization and application of research, evidence-based practice, and quality improvement to improve neonatal care and professional practice.
4. Ensure the ongoing credibility, relevance, and scientific integrity of NANN's clinical practice guidelines, standards, and position statements through a consistent, transparent lifecycle review process.



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## ADVOCACY

### GOAL:

**NANN will influence critical decisions affecting all neonatal nursing professionals and the care of neonates and their families.**

### PLANNED OBJECTIVES:

1. Position NANN as a convening leader in national neonatal health policy by aligning stakeholders around shared priorities and advancing a coordinated advocacy agenda.
2. Strengthen grassroots advocacy capacity across NANN chapters by equipping members to engage effectively at local, state, and federal levels.
3. Increase member awareness of and engagement in neonatal health policy by integrating timely advocacy education and clear calls to action across NANN communication platforms.



## DIVERSITY, EQUITY, AND INCLUSION

### GOAL:

**A diverse workforce and an inclusive environment are essential for NANN to deliver a high level of equitable care serving ALL patients and families across ALL communities**

### PLANNED OBJECTIVES:

1. Ensure that NANN's professional voice reflects principles of equity, inclusion, respect, and bias awareness.
2. Promote cultural humility and inclusive practice in neonatal nursing by integrating evidence based knowledge and lived experiences into professional development and resources.
3. Advance ethical neonatal nursing practice by interpreting and applying the ANA Code of Ethics through a neonatal specific, equity centered lens.
4. Increase representation and a sense of belonging for underrepresented groups within NANN and the neonatal nursing profession.

**April 21, 2026: Approved by the NANN Board of Directors**